

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Department of the Interior (and below)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	358	328	366	301	274	239
Number of Complainants	346	321	351	297	267	232
Repeat Filers	12	5	14	4	7	7

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	105	101	118	80	71	83
Color	38	41	38	29	27	20
Religion	15	13	20	9	9	12
Reprisal	189	168	200	161	148	150
Sex	134	136	138	108	104	93
PDA	3	3	1	2	3	2

National Origin	45	41	53	33	12	34
Equal Pay Act	2	2	1	1	1	2
Age	108	117	114	113	100	75
Disability	124	105	119	88	100	75
Genetics	0	1	2	2	1	0
Non-EEO	5	12	19	15	16	8
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	50	31	32	32	35	40
Assignment of Duties	40	35	40	43	23	27
Awards	2	9	4	7	2	3
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	3	1	0	1	0	1
Reprimand	14	17	13	8	13	13
Suspension	13	20	13	8	15	15
Removal	4	8	16	10	19	5
Other	0	0	1	0	0	0
Duty Hours	3	8	1	5	6	5
Perf. Eval./ Appraisal	43	41	38	31	32	29
Examination/Test	0	2	2	0	0	5
Harassment						
Non-Sexual	158	155	183	158	120	114

Sexual	15	12	12	7	8	4
Medical Examination	2	3	1	1	2	0
Pay including overtime	13	10	2	6	4	11
Promotion/Non-Selection	51	40	54	25	39	26
<b>Reassignment</b>						
Denied	6	0	1	1	4	1
Directed	9	11	14	14	10	8
Reasonable Accommodation Disability	40	27	41	22	35	24
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	1	0	0	0	0
Retirement	3	3	2	3	3	4
Sex-Stereotyping	0	0	2	0	0	1
Telework	17	3	11	3	4	3
Termination	26	26	30	20	25	22
Terms/Conditions of Employment	46	59	49	41	40	35
Time and Attendance	19	18	15	14	20	12
Training	15	9	13	12	11	6
<b>Other</b>						
User Defined - Other 1	0	1	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	193.96	187.07	183.94	203.24	183.81	224.48
Average number of days in final action	59.99	51.78	52.62	55.40	112.45	108.10
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	193.04	192.30	189.47	205.16	179.02	225.26
Average number of days in final action	24.04	46.42	34.69	40.58	74.00	66.07
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	193.76	178.94	181.58	203.32	180.04	210.81
Average number of days in final action	79.92	56.88	69.12	73.59	157.66	157.12
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	38	43	24	33	27	22
Average days pending prior to dismissal	141.79	153.98	107.29	209.73	165.41	178.18
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	18	15	26	13	20	22



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Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021Thru09-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		6		2		4		7		26	
Appointment/Hire	0	0	0	0	0	0	0	0	3	43	3	12
Assignment of Duties	0	0	1	17	0	0	3	75	1	14	8	31
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	2	8
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	4
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	25	0	0	3	12
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	33	0	0	1	25	1	14	15	58
Sexual	0	0	0	0	1	50	2	50	0	0	2	8
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	17	1	50	0	0	1	14	2	8





Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	20	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	1	20	
Other	0	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	25	0	0	3	60	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment													
Non-Sexual	0	0	1	33	0	0	1	25	1	33	4	80	
Sexual	0	0	0	0	0	0	2	50	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	0	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	0	
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	33	2	40	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	
Telework	0	0	0	0	0	0	0	0	0	0	1	20	
Termination	0	0	0	0	0	0	1	25	1	33	0	0	

Terms/Conditions of Employment	0	0	1	33	0	0	1	25	0	0	4	80
Time and Attendance	0	0	2	67	0	0	1	25	0	0	3	60
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		3		1		0		4		21	
Appointment/Hire	0	0	0	0	0	0	0	0	3	75	2	10
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	4	19
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	5
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	33	0	0	0	0	0	0	11	52

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	236	279	285	277	270	195
Total Complainants	223	269	276	266	262	188
<b>Number complaints pending</b>						
Investigation	7	14	6	8	3	1
ROI issued, pending Complainant's action	1	0	0	2	1	0
Hearing	220	269	275	255	220	184
Final Agency Action	13	7	8	16	46	13
Appeal with EEOC Office of Federal Operations	204	70	62	45	59	76
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	18	28	18	7	2	8